

# Moving Forward Together in 2023

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Washington Wellness



# Introductions

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Public Employers



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PEBB Higher Ed



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# Agenda

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- ▶ Welcome and introductions
- ▶ Wellness benefits overview and announcements
- ▶ SmartHealth 2023
- ▶ WA Wellness Program evaluation results
- ▶ Next steps
- ▶ Discussion

# Housekeeping

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- ▶ Please click the link in the chat to submit your questions.
- ▶ Initially, only the moderator can see your questions.
- ▶ We will post and answer your questions by the end of the presentation.



# PEBB & SEBB Wellness Benefits

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- ▶ No cost programs to support employees
  - ▶ **Diabetes Prevention Program (DPP)**
  - ▶ **Living Tobacco Free Program**
  - ▶ **SmartHealth**

# Diabetes Prevention Program (DPP)

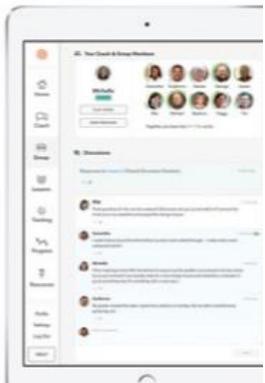
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- App, digital smart scale, and professional health coach.
- Subscribers and their dependents (ages 18 and older) enrolled in a PEBB or SEBB medical plan and meet program criteria.

Search for **DPP SEBB** or **DPP PEBB**



For Premera members only



Search for "Living Tobacco Free SEBB"  
or "Living Tobacco Free PEBB"

# Living Tobacco Free

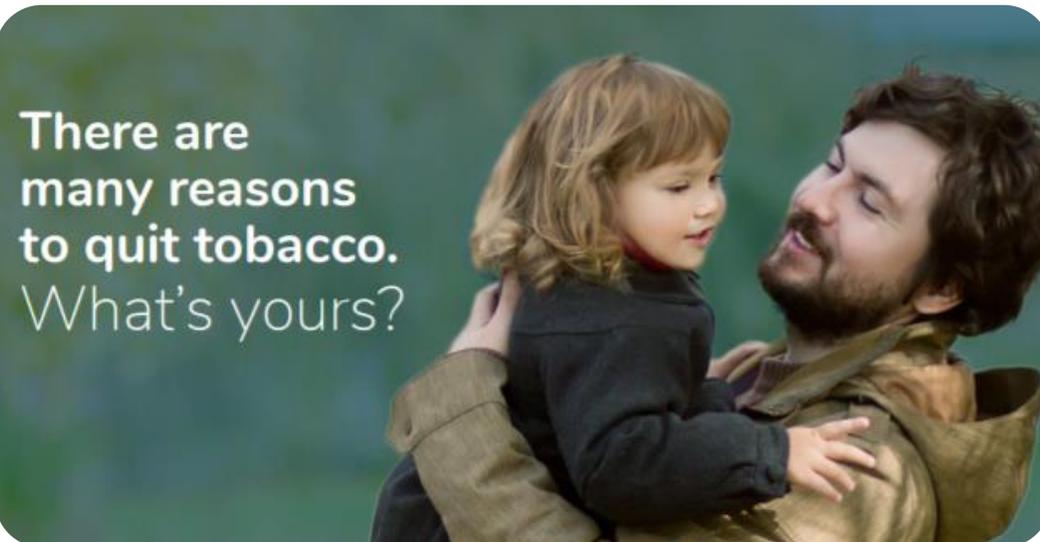
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Offerings depend on the employee's medical plan.

- ▶ Coaching
- ▶ Medications
- ▶ Nicotine replacement therapy

All subscribers and their dependents (ages 18 and older) enrolled in a PEBB or SEBB medical plan are eligible.

Some plans also offer tobacco cessation resources for teens.



Search for "SmartHealth SEBB"  
or "SmartHealth PEBB"

**Supporting you  
on your journey  
toward living well**



# Announcements

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- ▶ Staffing changes
- ▶ SmartHealth “activity quiet time” **January 1-4**
- ▶ The Importance of YOU!

# U.S. Surgeon General's Framework

## Five Essentials for Workplace Mental Health & Well-Being



Office of the  
U.S. Surgeon General



# SmartHealth 2023

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*Heather Barrick*

*Manager, Customer Success*

*Limeade*



# SmartHealth 2023 Quarterly Themes

2023 Annual Activities: Well-Being Assessment, Health Plan Partnerships, DPP, Tobacco Cessation

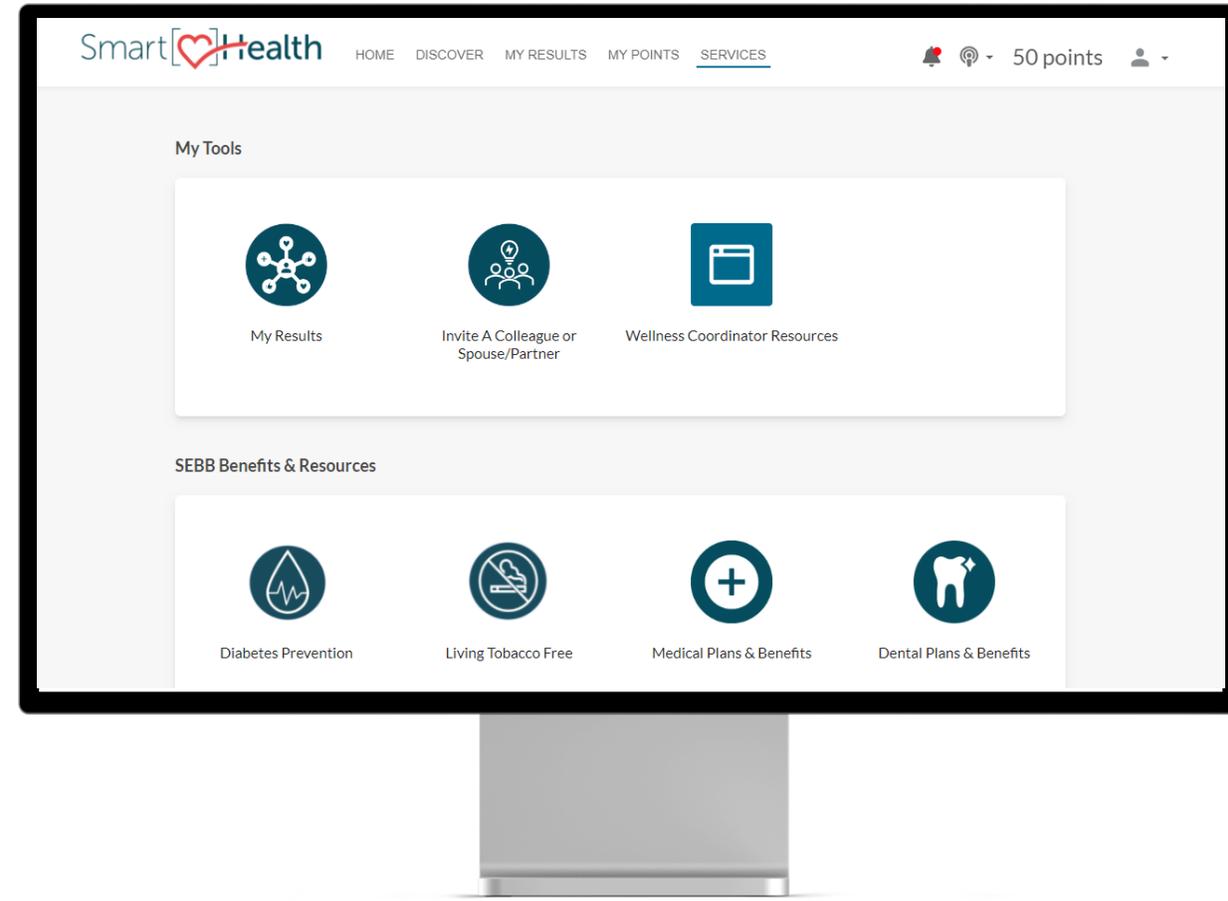
<u>Quarter 1 Theme</u> My Well-being	<u>Quarter 2 Theme</u> Work Well-being	<u>Quarter 3 Theme</u> Family Well-being	<u>Quarter 4 Theme</u> Social Well-being
<p>Activities and content focused on <u>your</u> well-being journey.</p> <p>Without our personal health, we cannot help others (family, friends, and co-workers).</p>	<p>Activities and content focused on well-being at work.</p> <p>Roughly 25% of a 7-day week is spent in the work environment. Work culture is a key piece of overall well-being.</p>	<p>Activities and content focused on the family.</p> <p>“Family” is considered those loved-ones that you spend time with and have influence over your well-being.</p>	<p>Activities and content focused on the well-being of those around you and how you influence that.</p> <p>Different from Q3, social well-being includes well-being related to social events, circles, and environments.</p>

# Wellness Coordinator Channel

▶ *A one-stop resource hub for content to make well-being promotion easier.*

▶ What is the Wellness Coordinator Channel?

- A closed channel on SmartHealth that only Wellness Coordinators have access to.
- Quick, on-demand access to tools and resources for building and growing well-being at your organization.
- Regular communication on when content is available.



# Washington Wellness Program Evaluation

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# Evaluation Overview: Objectives

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Methodology  
overview

Participant  
profile

Summary of  
findings

Key themes  
and  
takeaways

Next steps

# Methodology

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## 1-10 Likert Scale rating

- ▶ Familiarity
- ▶ Process
- ▶ Support
- ▶ Use and Usefulness
- ▶ Understanding

## Open ended: How can we improve?

- ▶ SmartHealth portal
- ▶ WA Wellness support
- ▶ Diabetes prevention
- ▶ Tobacco prevention/cessation
- ▶ Roadmap
- ▶ Zo8 Award
- ▶ Quarterly trainings
- ▶ Email communications

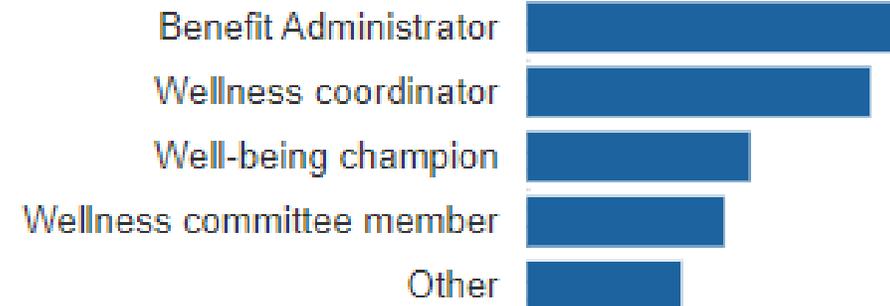
# Participant profile – Group and Role

- ▶ 1,730 wellness contacts invited to participate
- ▶ 126 respondents
- ▶ 7% response rate

## 02. Employer Group



## 01. Wellness Role



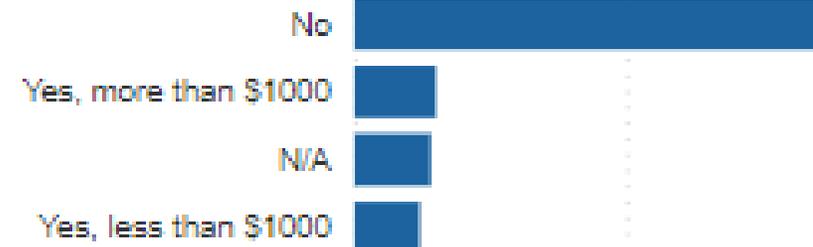
# Participant profile – Stage and Budget

- ▶ 45 in development, 42 no program, 39 established
- ▶ 85 no budget
- ▶ 15 budget of more than \$1,000
- ▶ 12 budget of less than \$1,000

## 03. Program Development



## 04. Annual Budget

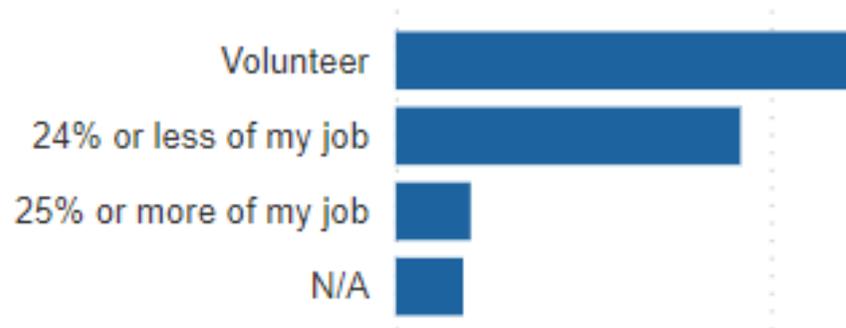


# Participant profile – Role and Teams

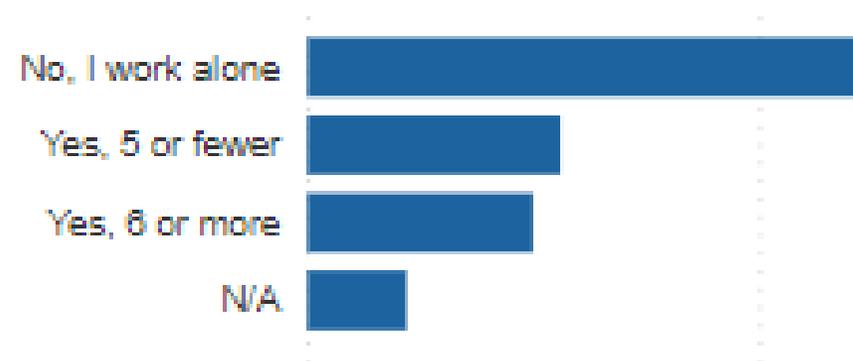
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- ▶ 61 volunteer
- ▶ 46 respondents – 24% or less of their job
- ▶ 10 respondents – 25% or more of their job

## 05. Wellness as Job Duties



## 06. Wellness Team



# Participant profile – Leadership support

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On a scale of 1 to 10, with 1 being lowest and 10 being highest, how strongly do the high-level managers and mid-level managers at your organization support employee well-being?

07. Exec Support	08. Mid-Mgr Support
6.4	6.2

# Summary of Findings

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## ▶ Highest Rating Averages

- ▶ Responsiveness to Fuze requests 8.0
- ▶ Washington Wellness Program Support 7.9
- ▶ Quarterly Training 7.3

## ▶ Lowest Rating Averages

- ▶ Diabetes Prevention 4.0
- ▶ Tobacco Prevention and Cessation 3.8
- ▶ Roadmap Best Practices 3.8



# Highest Average Ratings

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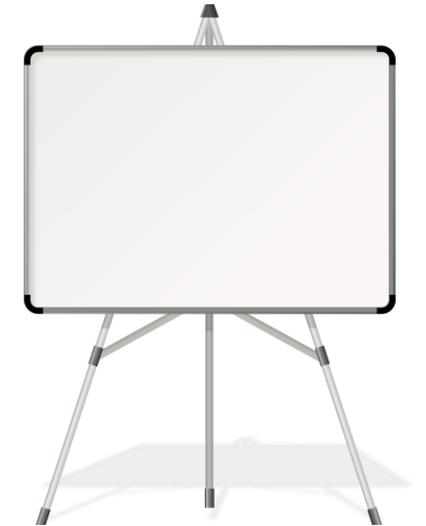
- ▶ Responsiveness to Fuze requests 8.0
- ▶ Washington Wellness Program Support 7.9
- ▶ Quarterly training 7.3



# Quarterly Training

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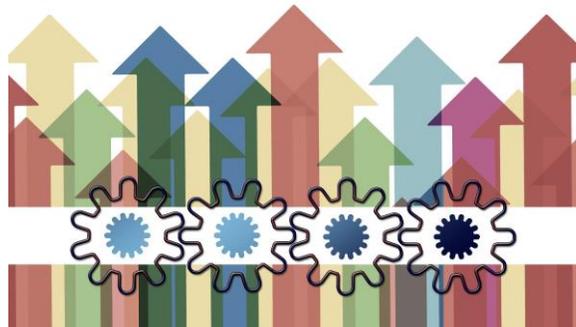
44. Increase Understanding Employee Impact	45. Increase Understanding Employee Well-being	46. Increase Understanding Org Impact	47. Increase Understanding Org Well-being
7.4	7.5	7.7	7.3
	48. Tools/Resources Helpful	49. Regularly Use Tools/Resources	
	7.3	6.4	



# Lowest Average Ratings

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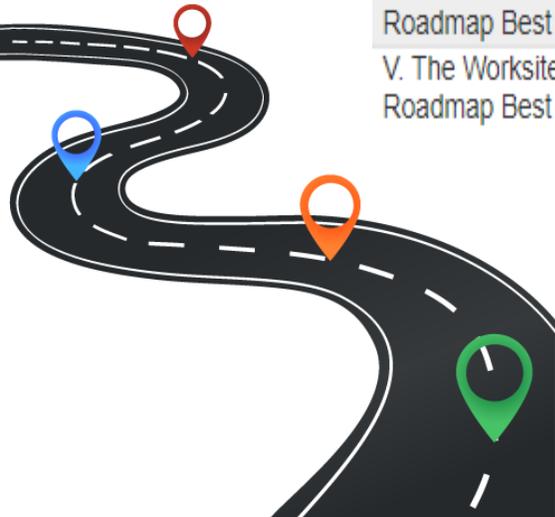
- ▶ Diabetes Prevention 4.0
- ▶ Tobacco Prevention and Cessation 3.8
- ▶ Roadmap best practices 3.8



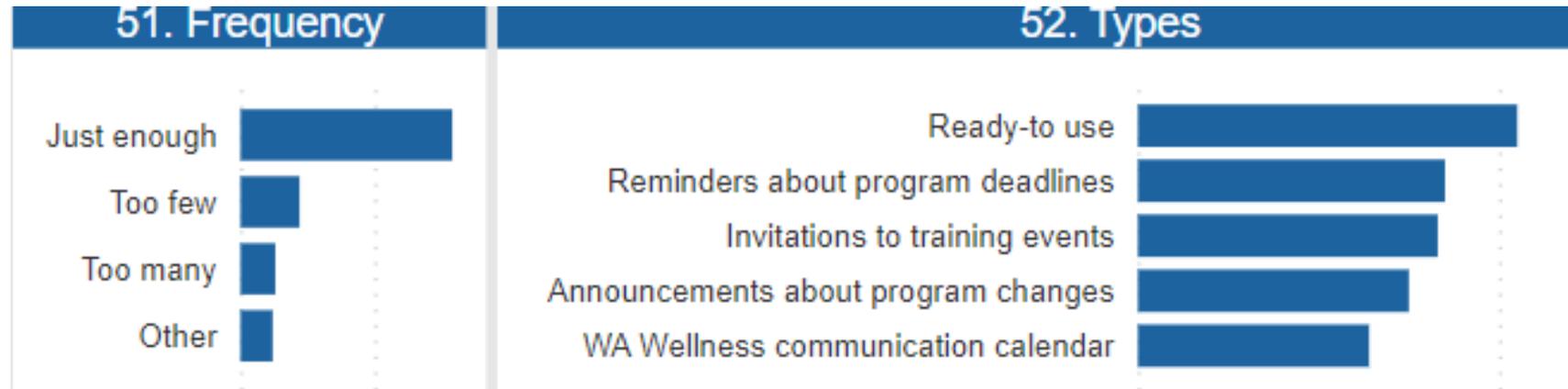
# Roadmap Best Practices

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Category	Question	Avg Rating
V. The Worksite Wellness Roadmap Best Practice Steps	32. I am familiar with the steps in the Worksite Wellness Roadmap	3.9
V. The Worksite Wellness Roadmap Best Practice Steps	33. I understand the purpose of the Roadmap.	4.2
V. The Worksite Wellness Roadmap Best Practice Steps	34. I understand the Roadmap steps	3.9
V. The Worksite Wellness Roadmap Best Practice Steps	35. I use the Roadmap steps to develop my wellness program.	3.4
V. The Worksite Wellness Roadmap Best Practice Steps	36. Using the Roadmap steps has helped develop my wellness program.	3.5



# Communication



## ► Ideas

- ▶ Promotion materials in central location on SmartHealth
- ▶ Outlook calendar invitations as promotion and deadline reminders
- ▶ One- or two-page flyer to use for open enrollment with SmartHealth activities, eligibility information, confidentiality statement, incentive deadline, and how to log in

# Key themes and take-aways

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- ▶ Competing priorities and time constraints
- ▶ Request for more ready-to-use:
  - Promotional messages
  - Toolkits
  - Resources
  - Wellness plan templates
- ▶ Peer mentoring and networking opportunities
- ▶ Training and technical assistance: one-on-one and in-person

# Next Steps

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# Questions

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# Discussion

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- ▶ Share something you plan to do to support your employees' well-being next year.
- ▶ What additional support and tools do you need to help you with your program planning in 2023?
- ▶ What quarterly training topics would you like Washington Wellness provide to help you with your program planning?

# Evaluation Time

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Look for the link  
in the chat.



# Contact Us

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[hca.wa.gov/washington-wellness](https://hca.wa.gov/washington-wellness)



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